

LEG  
Chrono

D/Pers 85-1990

01 JUL 1985

MEMORANDUM FOR:

Legislation Division  
Office of Legislative Liaison

FROM:

Robert W. Magee  
Director of Personnel

SUBJECT:

Employment of Spouses Overseas

LEGISLATIVE LIAISON  
85-1754/5

1. This is in response to your memorandum of 19 June 1985 (OLL 85-1754/1), indicating that Representatives Mica and Snowe (of the Subcommittee on International Operations of the Committee on Foreign Affairs) seek this Agency's views concerning Senator Mathias' proposed amendment to the Senate version of the State Department Authorization bill. That amendment would authorize the Secretary of State to design, conduct, and evaluate a pilot project to develop a program under which qualified spouses of American personnel assigned to U.S. missions abroad would be employed to perform professional services for the mission(s), in lieu of or addition to working in the local economy.

2. This Office endorses the concept of such a pilot project.

Also, we note that the Department will have to craft the project so as to avoid any nepotism and/or conflict of interest/appearance of impropriety problems.

3. Since the program has not yet been designed, it is difficult to judge any more particularly its pluses and minuses or its impact upon the Agency.

for Robert W. Magee

OP/PA&E (25 June 85)

Distribution:

- Orig & 1 - Adse
- 1 - D/OP
- 1 - DD/Pers/EBS
- 1 - DD/PA&E
- 1 - [redacted]
- 1 - Subject
- 1 - Chrono

ADMINISTRATIVE - INTERNAL USE ONLY

19 June 1985  
OLL85-1754/1

MEMORANDUM FOR:

[redacted]  
Office of Personnel

FROM

[redacted]  
Legislation Division  
Office of Legislative Liaison

SUBJECT:

Employment of Spouses Overseas

1. Congressmen Mica and Snow have requested the views of the Agency on an amendment by Senator Mathias to the Senate version of the State Department Authorization Act that would authorize the Secretary of State to conduct and evaluate a demonstration project allowing chiefs of missions abroad to employ spouses of certain foreign service personnel to perform professional services for the mission as well as work in the local community. This provision has not been included in the House version of the State Department Authorization Act which passed the House on May 9. The Congressmen are interested in our evaluation of the possible ramifications of this proposed program on our overseas personnel. They would also appreciate any recommendations we may have to make the proposal more reflective of our concerns.

2. Enclosed for your review is a copy of the letter from Congressmen Mica and Snow requesting our views and the Mathias amendment. Since this particular issue will come up in the near future in a House/Senate conference on the State Department Authorization Bill, the congressmen need our response as soon as possible so that they can make any necessary changes to the proposal in the Conference.

3. I assume that our response would reflect Agency policy regarding employee couples, which is stated in [redacted]. However, I am not familiar with any particular policy regarding the employment of spouses outside of the U.S. Government. I would appreciate your assistance in formulating a response to the Congressmen.

[redacted]

Attachment

85- 2419

WILLIAM S. BROOMFIELD, MICHIGAN  
 BENJAMIN A. GILMAN, NEW YORK  
 ROBERT J. LAGOMARINO, CALIFORNIA  
 JIM LEACH, IOWA  
 TONY ROTH, WISCONSIN  
 OLYMPIA J. SNOWE, MAINE  
 HENRY J. HYDE, ILLINOIS  
 GERALD B. H. SOLOMON, NEW YORK  
 DOUG BEREUTER, NEBRASKA  
 MARK D. SILJANDER, MICHIGAN  
 ED ZSCHAU, CALIFORNIA  
 ROBERT K. DORNAN, CALIFORNIA  
 CHRISTOPHER H. SMITH, NEW JERSEY  
 CONNIE MACK, FLORIDA  
 MICHAEL DEWINE, OHIO  
 DAN BURTON, INDIANA  
 JOHN MCCAIN, ARIZONA

JOHN H. HAMILTON, INDIANA  
 GUS YATRON, PENNSYLVANIA  
 STEPHEN J. SOLARZ, NEW YORK  
 DON BONKER, WASHINGTON  
 GERRY E. STUDDS, MASSACHUSETTS  
 DAN MICA, FLORIDA  
 MICHAEL D. BARNES, MARYLAND  
 HOWARD WOLPE, MICHIGAN  
 GEO. W. CROCKETT, JR., MICHIGAN  
 SAM GEJDENSON, CONNECTICUT  
 MERVYN M. DYMALLY, CALIFORNIA  
 TOM LANTOS, CALIFORNIA  
 PETER H. KOSTMAYER, PENNSYLVANIA  
 ROBERT G. TORRICELLI, NEW JERSEY  
 LAWRENCE J. SMITH, FLORIDA  
 HOWARD L. BERNAN, CALIFORNIA  
 HARRY REID, NEVADA  
 MEL LEVINE, CALIFORNIA  
 EDWARD F. FEIGHAN, OHIO  
 TED WEISS, NEW YORK  
 GARY L. ACKERMAN, NEW YORK  
 BUDDY MACKAY, FLORIDA  
 MORRIS K. UDALL, ARIZONA  
 ROBERT GARCIA, NEW YORK

JOHN J. BRADY, JR.  
 CHIEF OF STAFF

# Congress of the United States

## Committee on Foreign Affairs

House of Representatives

Washington, DC 20515

LEGISLATIVE LIAISON

85-1754

OLL FILE LEGISLATION

June 12, 1986 Recept #

Record

Mr. William J. Casey  
 Director  
 Central Intelligence Agency  
 Washington, D.C. 20505

Dear Mr. Casey:

Enclosed is a copy of a draft bill which would require the Secretary of State to conduct and evaluate a demonstration project allowing chiefs of missions abroad to employ spouses of certain foreign service personnel to perform professional services for the mission as well as work in the local community. This proposed legislation may soon be introduced as an amendment to the Senate bill to authorize appropriations for fiscal years 1986 and 1987 for the Department of State, the U.S. Information Agency, and the Board for International Broadcasting. As the State Department authorization legislation which passed the House on May 9th did not include this language, we are requesting your agency's evaluation of this proposal prior to its becoming a conference issue.

We understand that the proposal means to address the problem of the two-career family. A spouse of a career foreign service officer, who has professional credentials and who may wish to continue working while overseas, currently has little opportunity to find such employment. As your agency is also an active partner with our foreign service personnel at embassies abroad, we are interested in your evaluation of the possible ramifications of this proposed program on your overseas personnel as well. Your comments would help us to become aware of any potential problems associated with such a spousal employment program. We would also appreciate any recommendations to make the proposal more reflective of your agency's concerns.

Mr. William J. Casey  
June 12, 1985

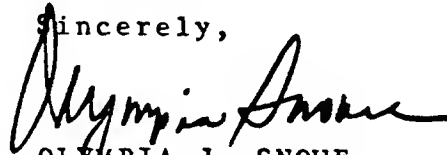
We appreciate your assistance in this matter, and apologize for the short time frame in which we will need your response.



DANIEL A. MICA  
Chairman  
Subcommittee on  
International Operations

DM/OS: CWmg  
Enclosures

Sincerely,



OLYMPIA J. SNOWE  
Ranking Minority Member  
Subcommittee on  
International Operations

ceived some \$2 million from USIA and other Federal agencies.

Other groups, such as the American Council of Young Political Leaders and the U.S. Youth Council, provide trips abroad for young American political leaders. Some individuals have taken 20 or more trips under the aegis of these organizations. In spite of an impressive board, both these organizations exist in the so-called Private Sector Program almost entirely on Government money.

My amendment will guarantee a partnership between the private sector and the U.S. Government for these exchanges.

It is financially prudent, very moderate, and will increase the taxpayers' value for the dollar.

Mr. LUGAR. Mr. President, we are pleased to accept this amendment. We believe it has constructive intent.

The PRESIDING OFFICER. The question is on agreeing to the amendment.

The amendment (No. 297) was agreed to.

Mr. ZORINSKY. Mr. President, I move to reconsider the vote by which the amendment was agreed to.

Mr. LUGAR. I move to lay that motion on the table.

The motion to lay on the table was agreed to.

Mr. MATHIAS. Mr. President, I ask unanimous consent that the amendment of the Senator from North Carolina be laid aside temporarily so that I may offer two amendments.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### AMENDMENT NO. 298

Mr. MATHIAS. Mr. President, I send the first amendment to the desk and ask for its immediate consideration.

The PRESIDING OFFICER. The clerk will report.

The bill clerk read as follows:

The Senator from Maryland (Mr. MATHIAS) proposes an amendment numbered 298.

Mr. MATHIAS. Mr. President, I ask unanimous consent that further reading of the amendment be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

The amendment is as follows:

#### PILOT PROJECT FOR FOREIGN SERVICE ASSOCIATES

Sec. — Pilot Project for Foreign Service Associates.

(a) It is the sense of the Congress that the national interest of the United States would be well served by making more productive use in U.S. missions abroad of the resources that spouses of American personnel assigned to missions abroad are qualified to provide.

(b) The Secretary of State is authorized to design, conduct and evaluate a pilot project to test appropriate means of increasing employment of qualified spouses of American personnel assigned to U.S. missions. The intent of the pilot project shall be to construct a feasible program within which spouses' education, training and relevant work experience can be used effectively within the mission and in the furthering of U.S. interests in the host country.

(c) The Secretary of State shall undertake the design phase of the pilot project upon enactment of this Act. He shall report to the Congress by February 1, 1986, on the design of the project and plans for its implementation and evaluation.

Mr. MATHIAS. Mr. President, this is a proposal to authorize a pilot project within the Department of State for the better employment of the talents of spouses of foreign service officers. It is experimental in nature. It would be designed within the Department of State. It would look at the problems which exist in many foreign service families that have to accommodate the American lifestyle, in which there are often two breadwinners in the family, and the realities of life on diplomatic posts. I think it provides an opportunity to study this problem and to devise some solution to it, which has so far eluded us.

Mr. President, the Foreign Service, our front line of diplomats around the world, must find a way to accommodate an American domestic fact-of-life—two-income, two-career families.

The national interest of the United States would be well served by making more productive use of the education, training, and relevant work experience of spouses of American personnel assigned to our missions abroad.

Spouses face unique circumstances in the Foreign Service. Typically, their husbands and wives are assigned to a series of foreign posts, usually in 2- and 3-year stretches. Spouses often have little initial contact with the broader community in the host country, and by the time they may begin to make some contacts, they move on. Spouses often have to give up or suspend their own careers to accompany their husbands or wives to a foreign mission.

Tours abroad are separated by assignments in Washington, where the couple plunge back into American life, only to find it difficult to pull up stakes when the time comes to go abroad again. Spouses are increasingly reluctant to leave remunerative jobs and appealing career opportunities in the United States.

Career opportunities for their spouses is a chief concern of new Foreign Service officers, who average 31 years of age. More than 80 percent of them have advanced degrees. Their spouses also tend to have advanced degrees and careers of their own. If we are to continue to attract the best young men and women to this vital service, then we must try to develop a framework in which spouses of these officers can continue to make use of their own skills during overseas assignments, while helping to further U.S. interests.

There are striking advantages to a well-designed program that would achieve these objectives. It would be cost-effective, making use of valuable resources that now are being ignored or underutilized. It would help the Foreign Service retain personnel in

whom it has invested years of invaluable training and promote recruitment of the best-qualified people. It would improve morale in missions, where jobs and careers are a leading preoccupation.

There are many openings today in embassies and consulates around the world. There is work to be done and spouses who are eminently qualified to do it. We need a way to get them together.

To provide a constructive solution to this problem, I would like to propose a pilot project for Foreign Service associates. Under this resolution, which carries no expenditure of funds, the Secretary of State would be authorized to design, conduct, and evaluate a program to test appropriate means of increasing employment of qualified spouses in American missions.

The Secretary would be asked to undertake the design phase of the project upon enactment of this legislation, reporting to Congress by February 1, 1986, on the design and on plans for implementation and evaluation.

It is my expectation that such a project would start on a small scale but develop into a more comprehensive program that would attract qualified spouses.

I am confident that such a program would address a serious problem at limited costs with far-reaching benefits to both the morale and the effectiveness of our diplomatic efforts throughout the world. I hope my colleagues will support this amendment.

Mr. President, the amendment has been submitted to both the distinguished chairman of the committee and the ranking minority member and I believe they have approved it.

Mr. LUGAR. Mr. President, indeed we have commended the Senator from Maryland for his longtime interest in the subject of the amendment. The talents of spouses of foreign service personnel and especially of our Ambassadors are manifold. The need to find ways in which each can have a more meaningful life and be of greater service to this country is obvious.

The Senator has proceeded in a constructive way with the pilot project idea. We would advocate its support.

Mr. PELL. Mr. President, I am also familiar with the subject matter of this amendment. I think the approach adopted here with simply a pilot project to examine its merits is an excellent one. We would be very interested in studying the results.

The PRESIDING OFFICER. The question is on agreeing to the amendment.

The amendment (No. 298) was agreed to.

Mr. MATHIAS. Mr. President, I move to reconsider the vote by which the amendment was agreed to.

Mr. LUGAR. I move to lay that motion on the table.

The motion to lay on the table was agreed to.

26 JUN 1985

MEMORANDUM FOR:

Policy Analysis and Evaluation, OP

FROM:

Deputy Director of Personnel for  
Employee Benefits and Services

SUBJECT: Employment of Spouses Overseas

1. Our reaction to the proposed amendment to authorize the Secretary of State to conduct a pilot project on employment of spouses abroad is most positive. While we have the Agency employee couples policy as a vehicle for ensuring that Agency working couples are able to pursue their careers even while assigned overseas, a broader program which would allow participation of non-Agency employed spouses to obtain employment overseas would be even more welcome.

2. The Agency has long supported the employment of spouses overseas as a major resource in running the day to day operation of overseas stations. When Agency spouses have not been available, we have often looked to the spouses of other civilian or military government employees in the overseas community to fill non-staff positions. This proposed program, which should increase employment opportunities overseas, would have very positive ramifications. It would particularly help to alleviate our concerns in getting career-oriented working couples to accept overseas assignments if the non-Agency spouse could have some reasonable hope of finding meaningful professional employment at the post of assignment. Obviously, we are assuming the Department will run the program on a community-wide basis to include spouses of Agency employees abroad.

3. In summary, we believe such a program has excellent merit particularly in strengthening our ability to provide meaningful overseas assignments for both working couples and non-Agency spouses. We presume that the DO has also been asked for its comments on this proposal because it impacts directly on staffing at overseas locations.